



WALTER REED ARMY MEDICAL CENTER STRATEGIC RECRUITMENT



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ACTION PLAN

MUST HAVE

- **Buy-In – Commitment - Support – Partnerships – Funds**
- **Directorate Resources Management – Buy-in/funds**
- **Command Leadership – Buy-in**
- **MEDCOM – Support/Action**
- **CPOC – Support/Responsiveness**

CHALLENGES

- Meeting staffing needs for Medical/Research hard-to-fill occupations
- Metropolitan DC (MD&VA) area highly competitive job market (Federal/Private Industry 15 hospitals w/n 10 mile radius)
- Global War on Terrorism (GWOT) increases mission demands
- Contract Employees – Management's First Option

CHALLENGES continued

Contract System

vs

Federal System

(1,239 on-board)

(2,652 on-board)

Active recruiting 200 additional

- * Faster job fills (2 wks or less)

- * Hiring process too slow (Improvement w/Direct Hire)

- * Faster Removals

- * Personnel processes too cumbersome does not meet immediate needs

- * Occupy civilian slots

- * Retention remains an issue

- * Long-Term employees

- * Supervised by Federal Supervisor

- * Drug test results (w/n 3 days)

- * Drug test results (10-14 days)

TASK 1 - MEETING STAFFING NEEDS (Hard-to-Fill)

ACCOMPLISHMENTS

- **Nurse Recruiter on staff full-time**
- **Human Resource Liaison (WRHCS)**
- **Direct Hire Authority for Medical occupations**
- **Utilize hiring incentives - Advance-in-hire (72%)
Recruitment bonuses (5%), Retention Allowances (20%), Relocation Allowances (3%), Physicians Comparability Allowances (100%)**
- **Tuition Assistance – 10 employees**
- **Job Fairs – on/off site**

TASK 1 - MEETING STAFFING NEEDS (Hard-to-Fill)

ACCOMPLISHMENTS - continued

- **Advertisement – newspapers, professional journals, TV, Radio (Unions)**
- **180 day waivers for retired military**
- **Medical Inventory (MEDIC) – on-going virtual job fair**

TASK 2 – HIGHLY COMPETITIVE JOB MARKET

ACCOMPLISHMENTS

- same as Task 1, Also
- Residential Leases (affordable) “New”
- Student loan repayments – need funding
- Accelerated Nursing Program – 1

TASK 3 – CONTRACT EMPLOYEE CONVERSION TO FEDERAL SYSTEM

ACCOMPLISHMENTS

- **Identified cost effectiveness**
- **16 cost analysis completed per DRM
\$180,800 savings per year**
- **Per Commander 27 additional contract
employees identified for conversion**

NOTE: Some GS-14 equivalents

TASK 4 – WALTER REED’S “FROM THE BATTLEFIELD TO THE WORKPLACE PROGRAM” FOR OUR YOUNG DISABLED MILITARY MEMBERS

ACCOMPLISHMENTS

- **Concerted partnership effort (OPM/CPAC/ACS/VA)**
- **Identify/Establish positions**